

# **Alaska School Counselor Association**

## **Performance Standards for School Counselors**

### **STANDARD 1: Program Management, Research, and Education**

The school counselor develops a process and procedure for planning, implementing, and evaluating a comprehensive developmental program of guidance and counseling. This program should be developed with faculty, staff, administrators, students, parents, school committees, school boards, and community members. It is based on needs assessment, formative evaluation and summative evaluation.

The counselor understands and knows how to:

- 1.1. Define needs and priorities.
- 1.2. Determine objectives.
- 1.3. Implement the Alaska Comprehensive School Counseling Program.
- 1.4. Present programs in a manner that reflects sensitivity to a multicultural and global perspective.
- 1.5. Communicate about the design, importance, and effectiveness about the program.
- 1.6. Organize personnel, physical resources, and activities to accomplish needs, priorities, and objectives specified by school plans.
- 1.7. Evaluate the program to assure its contribution to the school's mission and goals and to the school district as a whole.
- 1.8. Use information systems and technology.
- 1.9. Manage internal and external sources of funding.

### **STANDARD 2: Consultation/Collaboration**

The school counselor functions in a cooperative process to assist others in meeting the needs of students. Through consultation the school counselor advocates for students. The school counselor understands and knows how to:

- 2.1. Consult with families to enhance their students<sup>1</sup> growth and development.
- 2.2. Collaborate with faculty, staff, administrators, and others to enhance their work with students and participate/facilitate school-based teams.
- 2.3. Interpret relevant information concerning the developmental needs of students.
- 2.4. Reduce barriers to student learning through direct referred services.
- 2.5. Facilitate new student integration into the school environment.
- 2.6. Work with teachers to provide support for students in a crisis situation.
- 2.7. Interact with school committees, school boards, and community and state agencies.
- 2.8. Facilitate successful communication between and among teachers, parents, and

students.

2.9.Work with teachers and administrators relevant to behavior management to promote and support intervention strategies.

2.10.Consult with external community and professional resources.

### **STANDARD 3: Coordination**

The school counselor functions as a coordinator in bringing together people and resources in the school, the community, and the district for the fullest academic, career, personal, and social development of the students.

The counselor understands and knows how to:

3.1.Facilitate successful transitions from one level of education to the next (e.g., from middle school to high school to post secondary choice).

3.2.Coordinate with school, business and industry, and community personnel to provide resources for students and families.

3.3.Identify and use an effective referral process for assisting students and others to use special programs, services and community agencies.

### **STANDARD 4: Developmental Guidance**

The school counselor provides a developmental, preventive guidance program to all students within the school. This proactive program provides the development of skills necessary for academic success, self-sufficiency and responsible group involvement.

The counselor understands and knows how to:

4.1.Assess the developmental needs of students.

4.2.Link academic and career expectations.

4.3.Guide individuals and groups of students through the development of educational and career plans.

4.4.Prepare students for successful transitions.

4.5.Provide guidance for maximizing personal growth and developing resiliency.

4.6.Assist teachers in infusing affective skills and career development.

4.7.Conduct program evaluation and determine the impact of the guidance curriculum.

4.8.Modify the guidance curriculum as needed to continually meet the needs of students.

### **STANDARD 5: Individual/Small Group Counseling**

The school counselor uses short term individual counseling and structured as well as unstructured small group counseling to address mental, physical, and emotional barriers to learning and to help each child learn at high levels.

The counselor understands and knows how to:

- 5.1. Respect and nurture the uniqueness of each student.
- 5.2. Provide a safe, confidential setting in which students present their needs and concerns.
- 5.3. Communicate empathy and understanding.
- 5.4. Empower students to develop and use their resources.
- 5.5. Promote wellness.
- 5.6. Utilize a broad range of techniques and accepted theories appropriate to school counseling.
- 5.7. Utilize assessment tools, individual planning skills, and counseling to facilitate informed choices (aptitude, interest, learning styles, academics, and careers).
- 5.8. Respond to crises.
- 5.9. Intervene and mediate in problem/conflict situations and conduct follow-up sessions.

#### **STANDARD 6: Assessment**

The school counselor collaborates with other school and district staff to identify student abilities, aptitudes, achievements, and interests.

The counselor understands and knows how to:

- 6.1. Assess, interpret, and communicate learning results to students, faculty, parents, and community with respect to aptitude, achievement, interests, temperaments, and learning styles.
- 6.2. Collaborate with staff concerning assessment of special needs students.
- 6.3. Apply assessment results and other sources of student data.

#### **STANDARD 7: Demonstrates Professional Leadership**

The school counselor provides professional leadership within the school, community, and education profession to improve student learning and well-being.

The counselor understands and knows how to:

- 7.1. Build positive relationships among the school, families, and the community.
- 7.2.\*Promote leadership potential in colleagues.
- 7.3. Participate in professional organizations and activities.
- 7.4. Write and speak effectively.
- 7.5. Contribute to development, implementation, and education of curriculum and instructional materials.
- 7.6.\*Participate in policy design and development at the local school board, within professional organizations, and/or within community organizations with educationally related activities.

- 7.7\*Initiate and develop educational projects and programs.
- 7.8.Practice effective listening, conflict resolution, and group facilitation skills as a team member.
- 7.9\*Contribute to the profession by writing for publication, presenting at conferences and providing professional development.
- 7.10.Work with colleagues to administer an effective learning climate within the school.

## **STANDARD 8:** Adheres to Professional Standards

The school counselor is a professional who acts within legal and ethical guidelines to accomplish educational purposes.

The counselor understands and knows how to:

- 8.1.Adhere to the professional codes of ethics of the American School Counselor Association and the Alaska Professional Teaching Practices Commissions.
- 8.2.Adhere to federal/state laws and regulations related to education and child protection.
- 8.3.Be responsible for continuous professional development.
- 8.4.Act in a role that clearly distinguishes him or her from any professional who administers disciplinary action.
- 8.5.Be knowledgeable of the position statements of the American School Counselor Association.
- 8.6.Identify activities that would be in conflict with the primary role of the school counselor and to advocate for the best practices of the profession.

## **STANDARD 9:** Engages in Professional Development

The school counselor evaluates his or her own overall performance in relation to these standards and implements a professional development plan.

- 9.1.Establish priorities for professional growth.
- 9.2\*Analyze overall student performance to help identify professional development needs.
- 9.3.Solicit input from others in the creation of individual professional development needs.
- 9.4.Implement knowledge and skills acquired through on-going professional development.
- 9.5.Modify own professional development plan to improve performance and to promote student learning.

\*Indicates standards for experienced school counselors.

Written April, 1997